



ROSS PRODUCTS DIVISION
Sturgis, Michigan

1949 - 1999

Celebrating
50
Years
of Success



In 1999 the Abbott Laboratories' Ross Products Division Plant in Sturgis, Michigan will celebrate 50 years in its current location. Since production began in January 1949, the Sturgis Plant has provided a continuous stream of high quality nutritional products for infants and adults. The plant has seen many changes over the years and has grown significantly. Some things have remained constant, however. The dedication of our employees to our customer and the community we live in continues to be a mainstay of the Sturgis Plant.

The celebration of this milestone on our 50th anniversary is a celebration of more than just the passage of time. It is a celebration of the many accomplishments of our employees over those years and of the ongoing relationships with our customers, suppliers, vendors and the community we live and work in. These partnerships have contributed significantly to the success of the Sturgis Plant over the past 50 years and we hope, in turn, we have contributed to the success of our business partners, customers and the community.

This yearbook is dedicated to our employees – without whose skill and dedication over the past 50 years we would not have been successful. Over the passage of time, traditions are established. The tradition of success continues at Sturgis and the dedication of our employees to bring quality nutritional products that enhance people's lives all over the world will continue to be a significant part of that tradition.



This yearbook is dedicated to our employees - without whose skill and dedication over the past 20 years we would not have success! Over the passage of time, traditions are established, traditions of success continue at Sturgis and the dedication of our employees to finding quality units over the past 20 years and the community and work in. These partnerships have contributed significantly to the success of the Sturgis Plant over the past 20 years and we hope in turn, we have contributed to the success of our business partners, customers and the community.

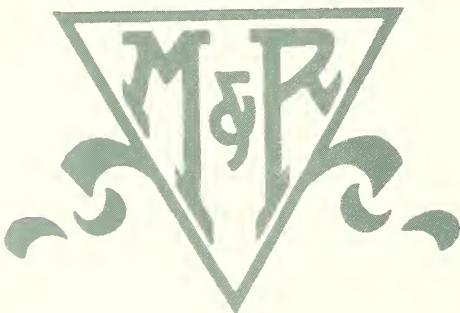
This yearbook is dedicated to our employees - without whose skill and dedication over the past 20 years we would not have success! Over the passage of time, traditions are established, traditions of success continue at Sturgis and the dedication of our employees to finding quality units over the past 20 years and the people it serves all over the world will continue to be a significant part of that tradition.

A faint, light gray watermark of a classical building's facade is visible in the background. It features a triangular pediment supported by four columns, with horizontal cornices above and below the columns.

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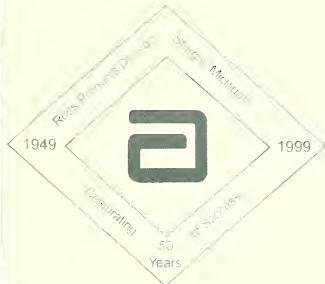
STURGIS YESTERDAY...



In the atmosphere of technology and intense scientific advancement that characterized the postwar years, Similac gained its present position of preeminence in infant feeding. Infants in the "baby boom" of the late forties and early fifties thrived on Similac, and it was adopted almost as the standard for bottle feeding. To meet the higher demands for Similac generated during this period, a modern plant was finished in Sturgis, Michigan, in 1949. This site is in prime Midwestern dairyland, and was chosen for both the high quality and production rate of the milk it offers." (The House That Similac Built, June 1, 1968)

1946	M & R Dietetics occupied Sturgis Prospect Street plant site (milk receiving station for Columbus Plant)	1962	- Stopped receiving whole milk - Installed Strip feed end presses
1947	Started construction on existing plant site	1964	- Merged with Abbott Laboratories
1948	First milk received at new site	1969	- Installed first tower dryer for production of Pream
1949	Start-up of new plant site on powdered Similac in 1-pound cans (used box dryers)	1970	Major warehouse addition: Building #8 - 50,000 sq. ft. Installed of 8-oz., 3-piece can line (product sterilized on 13-oz. line)
1952	Started production of 13-oz. Similac concentrated infant formula in purchased vent hole cans	1972	- Sheet fed end presses replaced old models - Built new processing area for fluid products: Building #10 - 10,000 sq. ft.
1953	Began manufacturing of Pream Dairy Creamer	1973	stopped non-dairy Pream production
1955	Installed 13-oz., 3-piece can manufacturing line	1978	Installed separate 8-oz. filling, sterilizing, and packaging line
1957	Major warehouse addition: Building #1F - 30,000 sq. ft.		

...TODAY



1979	Major warehouse addition: Building #13 - 25,000 sq. ft.	1987	Installed new Powder Packaging line	– Implemented CAMBAR warehouse management system	1997	– Added Well #7
1981	Installed 8-and 13-oz. draw/redraw can making equipment	1988	– Added employee entrance – Added Moores and Ross conference rooms	1994	– #4 Boiler was operational – Constructed Building #29	– Purchased off-site warehouse in Sturgis
1983	Installed domestic and process water carbon filtration system	1989	– Upgraded analytical Lab – Replaced all finished goods conveyors in the warehouse	1995	– Expanded utilities Added Well #6 – Reformulated Ensure	– Building #34 90,000 sq. ft.
1984	– Major warehouse addition: Building #7 - 20,000 sq. ft. – Relocated Lafayette Street	1990	Added employee wellness facility	1996	– 13-oz. liquid line converted to 8-oz. – Added Wedgewood processing	– Expanded land application area Replaced freight elevator
	– Major warehouse addition: Building #18 - 30,000 sq. ft.	1991	– Launched Advera – Added tray wrap machine to powder line		– Converted 13-oz. to 8-oz. draw/redraw	Past Products Sweetness & Light Bulk Sucryl Malt Supex Creative Touch Alpha Lac Party Cream Exceed
1985	– Installed #4 Tower Dryer and complete powder process system	1992	Warehouse addition: Building #27- 140,000 sq. ft.			
1986	Purchased Valley Industrial property – Coal fired #3 boiler was operational – Removed end presses	1993	– Constructed the high rise Agglomerator Building #28 – Replaced palletizers in the warehouse			



STAFF

Through the fifty year history of the Sturgis Plant, dedication and teamwork has played an import role to the success of Ross. Steve Van Mol is the twelfth Plant Manager at Sturgis since 1948. The mission statement of Steve's staff and the personnel at Sturgis is to manufacture nutritional products that exceed our customers' quality, value and service expectations.



From Left (Front): Tim Carmichael, Plant Controller; Susan Goodpaster, Secretary III; Tracey Nielsen-Trine, Mgr., Plant Human Resources (Back) Tony Lillemoen, Plant Quality Assurance; Rich Allen, Mgr., Plant Engineering; Steve Van Mol, Plant Mgr.; Mark Pontecorvo, Mgr., Plant Material Control



Jim Destadio, Mgr., Manufacturing Operations

ENGINEERING

The Plant Engineering Department consists of six areas employing 95 people, plus 24 contract employees. These areas include Maintenance, Energy Center, Project Engineering, Facilities Services, Security and the Cafeteria. We are here to serve. Our objective is to provide our customers with high quality service in a cost-effective and timely manner.



Project Engineering

The Engineers and Technicians in Project Engineering are a strong technical resource group for the plant. They also manage on-going capital project activities valued at about \$5,000,000 annually. All plant areas constitute our client base. Our primary objectives are to assure the short-and long-term viability of operating systems and facilities and to drive down operating costs by upgrading and installing modern equipment and systems.

From Left (Front): Dennis Raube, Sr. Engineer; Tim Haywood, Sr. Engineer; Evelyn Wolf, Secretary II; Edgar Evans, Sr. Engineer (Back) Don Romine, Sr. Engineering Technician; David Taylor, Sr. Engineering Technician; Mark Gonsoski, Staff Engineer; Jay Jones, Mgr., Plant Project Engineering; Rich Allen, Mgr., Plant Engineering

PLANT CONTROLLERS AREA

Accounting

The Sturgis Plant Accounting Department consists of six people: a senior financial analyst, a manufacturing cost analysis, an accounting coordinator, a senior accounting clerk, and two accounts payable/payroll clerks. The Plant Controller, Tim Carmichael, oversees the entire department. Their main responsibilities include budget preparation, expense reporting and analysis, fixed assets tracking, invoicing, and payroll processing. The department also calculates product costs and monitors the internal controls of finished goods, raw materials and stockroom inventories.



From Left (Front): Ellen Schull; Tracy Anderson; Joyce Yoder; Financial Analyst (Back) Kathy Morris, Financial Analyst; Ned Parke, Mgr., Technical Services; Vicky Carpenter; Tim Carmichael, Plant Controller; Beth Maskow (Not Pictured: Larry Howell, Sr., Engineer)

MIS

The Sturgis Plant Information Services Department is responsible for developing and maintaining the business systems throughout the facility. These include software, midrange computers, networks, and PCs. The department consists of a Manager, Business Systems Analyst, AS/400 Programmer Analyst, Computer Operations Specialist, and two Network Analysts.



From Left (Front): Burleigh Rowles, Jr. Network Analyst; Millie Wolf, Mgr., Plant Information Services; Ron Allen, Systems Analyst (Back) Roger Myers, Sr. Network Analyst; Kevin Casault, Computer Operations Specialist; Roger Scott, Sr. Business Systems Analyst

HUMAN RESOURCES

The Human Resources Department consists of three support groups: Employee Services, Safety & Health, and Education & Development.

Employee Services

Employee Services is primarily responsible for supporting and coordinating the plant's employment, compensation, benefits, and employee relations, in addition to assuring the fair and consistent administration of the plant's practices and procedures.



From Left (Front): Lynn Yesh; Charity Nighswonger; Greg Blucker, Safety Specialist; Kris Gay, Occupational Health Nurse (Back) Debbie Brown; Amy Rambadt; Simon Kemp, Supv., Manufacturing Training; David Young, Mgr., Plant Safety and Health; Dayna Black, Human Resources Representative; Tracey Nielsen-Trine, Mgr., Plant Human Resources

Education and Development

The main role of Education and Development is to facilitate mandated training, manufacturing training, professional and technical training as well as maintain all training documentation. In addition, they administer the Tuition Reimbursement benefit available to all eligible employees.

Safety, Health and Environmental

The Safety, Health and Environmental Department consists of two Safety Professionals and a Registered Nurse. They are responsible for managing a variety of programs designed to assure the health and safety of all employees. These programs include a variety of training, emergency preparedness/response, engineering review, monitoring, inspections, etc. They also offer a variety of wellness programs and maintain an on-site fitness center. There are a number of initiatives designed to protect the environment and assure our operations are in compliance with all applicable laws and regulations.

MAINTENANCE DEPARTMENT

The Maintenance Department has earned a reputation for being knowledgeable, skilled, and easy to work with. They have been commended for providing outstanding customer service to the manufacturing and support groups. Maintenance is one of the most experienced departments at the Sturgis Plant, with over half a millennium, a full 630 years, of Ross experience collectively. In addition to their standard responsibilities of preventive maintenance, mechanical and electrical repairs, troubleshooting, calibration and engineering, Maintenance Department personnel have been instrumental in:

- installing tray wrappers and cartoning equipment for the packaging lines;
- improving electrical controls and programming of can line operations;

- improving filler performance on both the powder and liquid lines;
- identifying and installing new technologies in the manufacturing processes;
- developing computer graphic screens that allow operators to monitor and control plant processes;
- providing consultation and support for divisional and corporate engineers during the installation of new equipment, processes and building construction.

MAINTENANCE DEPARTMENT (*Continued*)



Maintenance Staff – Paul Irwin, Electrical Planner; Gene Lovelace, Mechanical Planner; Diann Johnsonbaugh, Secretary II; Brad Schudel, Sr. Engineer; Frank Cipriano, Principal Engineer; Terry Clemens, Supv., Maintenance; Mike Collins, Mgr., Maintenance; Terry Cressman, Sr. Engineer; Fenner Ambrose, Mechanical Training Specialist



Mechanical Maintenance – 1st shift: From Left - Bob Sherman, Bob Couch, Al Kolady, Stan Doty, Jim Gushwa, Bob Hyska, Steve Jackson, Mark Larimer (Not Pictured: Gary Jones)



Mechanical Maintenance – 2nd shift: From Left - John Minor; Keith Miller; Mike Johnson; John Holsinger; Clint Harrison, Supervisor; Tom Andrews; Richard Donley; Dave Nystrom; Dave Wehner



Mechanical Maintenance – 3rd shift: Colin McCarthy, Supervisor; Monte Powell; Guadalupe Buentello; Joe Arnold; Tim McKinley; Don Orton; Eric Rockwell; Charlie Everett; Jim Mow; Bruce Pagels; Bryan Boughton



Electrical Maintenance – 1st shift: Joe Schwartz, Jack Benash, Mike Schemmel, Rod Trine, Randy Misner, Matt Modert, Tom Scheetz, Waitman Kapaldo, Andy Grindel, Terry Mann, Jim Pappas



Instrument Mechanic – All shifts: Russ Parker, Greg Paxton, Jake Hogan, Bryan Boughton, Tom Ware, Pete Richardson (Not Pictured: Tim Chapman)

ENERGY CENTER

The Energy Center is the heartbeat of the Sturgis Plant, providing utilities to the plant such as steam, electricity, refrigeration, compressed air, varieties of water and sewer services. Thirteen highly skilled operators run the Energy Center around the clock, 365 days a year, supplying reliable, high quality utilities.



Ken Miller, Lee Happel



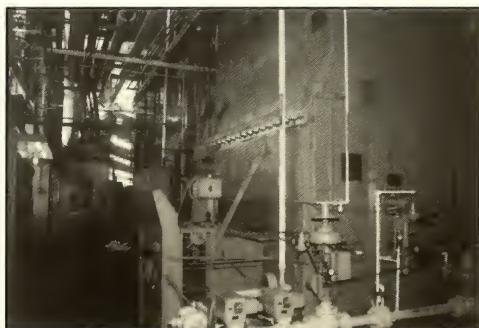
From Left: Tom Lee; Mitch Lyon; Rod Stahl; Jim Long; Fred Henricks; Ed Roth, Mgr., Energy Center; Tom Hunn; Chris Rohr; Mick Dowell; Dave Hayes (*Not Pictured: Jim McKibben*)



Eric Bower

Boiler #1 & #2

Boiler #1 and #2 have been in operation since the plant was constructed in 1948. Originally, coal boilers, they were converted to natural gas and fuel oil in 1972. They can each produce approximately 12,000 horsepower of high pressure steam.



QUALITY ASSURANCE

Plant Quality Assurance, managed by Tony Lillemoen, includes Quality Systems, Microbiology, Analytical Laboratory, Incoming Material Acceptance and Quality Engineering Departments. They are responsible for assuring that products manufactured at the Sturgis Plant comply with all Ross/Abbott and governmental quality standards.



From left (Front): Steve Steward, Sr. Quality Engineer; Lonnier Nickell, Supv., Incoming Materials; Edna Smith, Secretary II; Rick Everhart, Mgr., Analytical Lab; Steve Cooper, Sr. Quality Engineer/ Compliance Officer (Back) Tony Lillemoen, Mgr., Plant Quality Assurance; Tom Darrington, Supv., Microbiology Lab; Vernon Cole, Sr. Quality Engineer; Bradd Eldridge, Mgr., Plant Quality Systems

Analytical Lab

The Analytical Laboratory consists of 38 chemists who utilize a variety of sophisticated test equipment, such as HPLC, GC and ICP. Tests are performed on raw materials, as well as Ross products, in order to ensure that the highest quality standards are met.



1st shift: From Left (Front): Jim Broadbridge; Carol Bloom; Rick Everhart, Mgr., Analytical Lab; Ron Yoder; Nicole Roberts; (Back) Sandy Jones; Keith Murphy, Supervisor; MariAnn Alldredge; Rita Phillip; Mike James; Beth Stevens; Mike Clipfell (Not Pictured: Johnny Johnson, Carol Eichorn)



2nd shift: From Left: David Kiess; Becky Shearer; Abu Zafar; Barb Wojciechowski; Nicole Roberts; Jeff Hartford; Brian Langworthy; Dave Freeland; Andy Weishar; Neyaz Hussain, Supervisor; Tracy Kirshenbauer



3rd shift: From Left (Front): Rachel Todd; Greg Miller; Pam Altwine; Dan Tabisula (Back) Christine Thompson; Chris Miller; Paula Fund; Carrie Orton; Candace Shedd; Lori Schemmel, Supervisor (Not Pictured: Jon Eichorn)

QUALITY ASSURANCE *(Continued)*

Microbiology Lab

The objective of the Microbiology Lab is to assure that our products are manufactured in the most sanitary conditions possible by analyzing raw ingredients, in-process product and finished products for microorganisms that cause spoilage and illness. The plant environment (including water, compressed gases, culinary steam and production equipment) is under continuous microbial monitoring. The department is staffed by 10 assistant microbiologists and a senior microbiologist.



1st shift & 3rd shift: From Left (Front): Jan Wasikowski; Peggy Carpenter; Angela Merlau (Back) Tom Darrington, Supervisor; Barb Lucas; Tom Fleming



2nd shift: From Left: Joe Mieras; Evangeline Rabbitt; Don Annis; Srey Deeds; Scott Wonderly

Quality Systems

The Quality Systems Department, managed by Bradd Eldridge, controls and maintains the Q.A. document system and the finished product production records. Implementing, controlling changes and issuing documents within the Document Change Control System are the primary responsibility of the QS Documents team. Additionally, the QS Batch Records and Audit staff has the responsibility to review, verify, and audit all production records to assure all production and regulatory requirements are met prior to release of the product to market.



Documents – From Left (Front): Grace Beacham; Amanda Barthel (Back) Karen VanderRoest, Supervisor; John Gallagher; Ron Sanford; Bradd Eldridge, Mgr., Quality Systems (Not Pictured: Susan Moore)



Batch Records – From Left: Josefina Ringler; Mike Conway; Laura Kay; Lisa Gordon; Kathy Libey; Tara Washington, Supervisor; Leslie York; Lesa Anders, Supervisor; Bradd Eldridge, Mgr., Quality Systems (Not Pictured: Susan Owen)

QUALITY ASSURANCE *(Continued)*

Incoming Materials

The Incoming Materials Inspection Group, supervised by Lonnie Nickell, coordinates sampling, testing, releasing and disposition of all ingredients and packaging materials used in the product.



From Left: Barb Green; Mark Quirin;
Lonnie Nickell, Supervisor; Christy
Pratt; Mary Kline; Kristen Zabel;
Janice Shellenberger; Kevin Morkel

LIQUID PROCESSING

The Liquid Processing Department is staffed by 34 operators who conduct a variety of tasks to make our products over 3 shifts of operation. They are led by six seasoned Crewleaders and three Supervisors. The crews are assisted by our Technical Training Specialist in the areas of new equipment orientation and operation, changes to current processes and coordinating changes to the batch workorder documents.

The complexity of the operation has grown over the years in the areas of product type, ingredient makeup and equipment technology in order for Ross to remain competitive in the market place. The following table represents some of the volumes of product manufactured.

Liquid Products Processing
3-shift operation
150-170 million lbs./year

Isomil Powder Processing
3-shift operation
15 million lbs./year

Dryblending
1-shift operation
350,000 lbs./year

LIQUID PROCESSING *(Continued)*



1st shift – Teresa Lahman; Daryl Williams, Mgr., Processing; Peggy Benash; Mark Moline; Rick Miller; Greg Ringler; Marty Gage; Rick Jackson; Curt Smith; Bob Eymer; Dave Alexander; Chris Hornblower; John Nowak; Tom Lackey; Herb Pearrow; David Payton; Zane Rogers, Supervisor
(Not Pictured: Bill Sovine)

2nd shift – From Left: Mike Webb; Kevin Doney; Chad Stewart; Beth Behnke; Terry Zabel; Wendy Klopfenstein; Rick Gould; Jim Grobis; Kevin Hamilton; Mark Harter; Ben Nighswonger, Supervisor; Chris Hochstetler
(Not Pictured: Pat Pavoni)



3rd shift – From Left (Front): Larry Lindsey; Doug Bontrager; George Musall; Michelle Cossairt; Davey Robison; Carolyn Reed; Pat Law, Supervisor (Back) Dusty Bennett; Phil George; Kevin Meeks; Trevor Hochstedler; John Hagner; Leo Clay; Jack Houck

POWDER PROCESSING

The Powder Processing Department has evolved into a global supplier of market-leading infant formulas and medical nutritional products. The group consists of 55 people working together to blend raw ingredients, spray dry the liquid, and agglomerate the powder. This work is accomplished on three major systems, each with unique capabilities. The Sturgis site is a major supplier of Similac-based formulas for both the domestic and international markets. Over the past decade, the department has evolved as a flexible, efficient producer of 20 speciality formulas. The Powder Processing group has positioned itself well for the next century through its dedication to producing high quality powder products that meet changing customers' needs.



Dryer #3 - 1st shift: From Left: Duane Watson, Supervisor; Jesse Himebaugh; Brent Walters; David Hayes; Vonda Hagen, Supervisor; Kerry Sears
(Not Pictured: Larry Roach)



Dryer #4 - 1st shift: From Left (Front): Vonda Hagen, Supervisor; Diana Henson; Zeno Foley
(Back) Chuck Bishop; Tom Lytle; Jeff Brown; Don King; Dick Alldredge



Dryer #3 - 2nd shift: From Left: Paul Thrash, Supervisor; Jackie Castillo; Steve Belote; Denise Arevalo; Chris Johnson; Joann Herriman



Dryer #4 - 2nd shift: From Left (Front): TJ Crotser; Kevin King; Chad Bojanich; Al Bronstetter (Back) Brett Deeds; Cory Gilbert; Dale Grabe; Billy Griffith; Paul Thrash, Supervisor



Dryer Processing – 3rd shift: From Left (Front): Bruce Summey; Ryan Burkley; Tammy Whitten; Jeremy Stabler (Back) Harry Metzger; Dan King; Ted Truckey, Supervisor; Tom Burke; David Geroge
(Not Pictured: Jim Strang, Brian Turpin)



Mark Brock

AGGLOMERATOR

The agglomerators at the Sturgis Plant are comprised of two units. Each unit produces approximately 5,300 lbs./hour for a combined output of 10,600 lbs/hour. Currently, we only agglomerate one product, Similac Powder, for both the international and domestic markets. We have the capabilities to either fill our product into one of three hoppers or into IBCs (intermediate bulk containers). After the product is agglomerated, it is sent to the packaging lines to be filled into the finished product cans. The agglomeration process works by bringing powder into one end of the agglomerator, transporting it to the other end and re-wetting and drying the powder in the process. The re-wetted powder sticks together with other re-wetted powder to form an "agglomerate" which allows the powder to dissolve easier.



1st shift – From Left: Ed Habedank; Mark McNary; Mike Cary; Keith Murphy, Supervisor; Teri Doublestein; Carrie Reiling



2nd shift: From Left (Front): Marni Carr; Keith Murphy, Supervisor; Tim Cox (Back) Jeff Rambadt; Cheri Freeland; Tim Hiler

CAN MANUFACTURING

We have two draw/redraw lines each producing 8-ounce metal cans. Our 1999 plan has us producing cans for 3 shifts, 5 days per week, on one line and 1 shift, 5 days per week, on the other line. With the recent improvements to our equipment, and with the excellent people in our department, we will meet our 1999 standard of 492 cans per minute on each of our lines. This is equivalent to 230,000 cans made every 8-hour shift of production.

The process of making a drawn can starts out with a flat sheet of coated steel. Twenty cans are produced from each sheet of steel. Many people think the steel can is stretched into its shape. Our cans are actually formed in several steps by bending or forming the steel around dies. Each step makes the can taller and narrower. The last draw of the press gives us an unbendable can with the desired dimensions. After the can is formed to the correct height and diameter, it goes through a beader that puts the "ridges", called beads, in the side wall of the cans. The beads give strength to the can which helps prevent denting. At the end of the can process is a light tester that detects holes in the cans down to two-thousandths of an inch. This assures no cans with pin holes get to the filling lines. In addition, to making the best cans in the industry, we have dedicated employees that palletize and depalletize empty cans for the 8 oz. filling lines and receive plate steel, can ends and a variety of powder cans. Our can plant crew unloads over 1,200 trucks a year.



1st shift – From Left (Front): Tim Thangvijit, Dave Jones, Pedro Macias (Back) Jerry Gilbert, Mike Burkhead, Mike Ford, Jim Kline (Not Pictured: Dale Klopfenstein)



1st shift – From Left: Cindy Lantz, Brenda Lackey, Becky Cheyne, Darlene McMillin, Doug Matthes, Linda Janes, Dorothy Morris



2nd shift – From Left (Front): May Snow, Gladys Rigg, Leah Abrams, Jan Pokorny (Back) Keith Carr, Chuck Lipscomb, Greg Kahler, Larry McCoy, Jeff Christner



3rd shift – From Left: Mandy Mizner; Greg Allen; Mark Dercole; Nathan Norton; Ryan Schuler; Billy Cronkhite; Jon Law; Brent Rowden, Supervisor; Todd Loetz; Pat Miller; Angela Barnes

LIQUID PACKAGING

The Liquid Packaging Department is a direct customer of the Liquid Processing Department. The liquid is filled in 8-oz. cans in the filling rooms. This is also where the cans receive their lids. From the filling area, the cans travel via a conveyor to the sterilization area. Both lines can sterilize 600 cans per minute. From the sterilizer, cans travel to the packaging area where cans are coded, labeled, wrapped, and shipped to the warehouse. Both lines package medical and pediatric products.



1st shift – From Left: Kristine Pratt; Joann Lough; Deanna Bond; Pat Burkhead; Roger Connelly, Supervisor



1st shift – From Left: Don Nettleman, Vanessa Kurzawski, Teresa Wickey, Tony Gunthorp, Diane Grice, Marilyn Ranney, Ron Bauman, Mary Cavanaugh, Tony David, Becky Cline



Administration: Barb Radtke, Secretary II; Matt Haseman, Mgr.; Can Manufacturing/Liquid Packaging



1st shift – From Left: Judy Cowan, Angela Griffith, Betty Quirin, Susan Grabe, David Eells, Jon Grunert



2nd shift – From Left: (Front) Phil Richardson, Cheryl Hawk, Debbie Gray (Back) Angel Bogan, Tara Vroman, Elizabeth Armstrong, (Not Pictured: Javier Lopez, Supervisor; Ben Neusbaum, Mike Balk)

3rd shift – From Left: Deb Richards; Kriston Shank; Joanne Whitcomb; Rolando Patino; Romaine Nelson; Joel Mingus; Scotty Barringer; Jodi Baehler; Brent Rowden, Supervisor; Pat White; Dave Covey; Doug Fennell

POWDER PACKAGING

#1 Powder Line

The #1 Powder Line packages a variety of infant formulas and medical nutritional products for customers all over the world. These countries include Canada, Great Britain, South Korea, Malaysia, Mexico, Peru, Taiwan, and Thailand. The primary products packed on Line #1 are Similac, Isomil, Ensure, Neosure, Promod, and Gain. This line is capable of running up to 300 nitrogen-blanketed cans per minute on the Colby filler. At this time, the majority of all Ross 1-lb. powder products sold in the United States are produced on the #1 Powder Line. The #1 Line has two crews operating on 2nd and 3rd shift.



1st shift – From Left: Kristin Beechy, Willie Kurtz, Jeri Phillips, Deb Parker, Deb Carney, Mike Hagelgans, Louella Vanlandingham, Mike Yesh, Malinda Salisbury, Deb Paulus, Leon Hoard, Janet Root

#2 Powder Line

The #2 Powder Line packages infant formulas in 4-oz., 30-oz., and 36 oz. cans. The 4-oz. cans are included in the "Welcome Addition Club" kits provided to new mothers in the hospital. Thirty-and 36-oz. cans of Similac and Isomil are produced for sale in the United States, Canada, Mexico, Peru, Taiwan, and Thailand. The #2 Line has three crews operating around the clock every day.



1st shift – From Left: Larry Armstrong; Marc Hopkins, Supervisor; John Ray; Willie Isaac; Kevin Burton; Connie Foster; Steve Miller; Gloria Weinberg; Mickey Carpenter; Carrie Stewart; Matt Frye; Terry Penn; Anne Morrison

#3 Powder Line

The newest packaging line in Sturgis is the #3 Powder Line. This line was built to fill a new line of protein-free infant formulas and our existing RMFS medical nutritional products. The #3 Line produced its first batch for retail sale in October, 1998.

Pouch Line

The Pouch Line produces four products: Similac and Isomil single serving packages for retail sale and Vital and Alitraq for use in hospitals. The pouch line has one crew that operates on 1st shift.

POWDER PACKAGING *(Continued)*



2nd shift – From Left (*Front*): Fannie Hochstetler; Susan Lester; Amy Souter; Valerie Flemington (*Back*) Greg Rowe, Supervisor; Todd Herman; David Steinbarger; Clayton Pappas; Robert Strawser; Ken Sahli



2nd shift – From Left (*Front*): Greg Clifford, Jose Munoz, Ken Strong, Kirk Fisher (*Back*) David Sayers, Wally Wooten, Jack Blanchard, George Garl



3rd shift – From Left: Teresa Smoker, Carla Stemen, Anita Kiefer, Belinda Andaverde, John Steele, Bobby Wonders, Bryan Mayer, Neil Alger
(Not Pictured: Carol Fuller)

POWDER PACKAGING *(Continued)*



3rd shift – From Left: TJ Hathaway, Supervisor; Juan Jasso; Chad Frohriep; Steve Taylor; Karen Whitcomb; Neil Alger; Marc Ware



3rd shift – From Left: Gayle Brubaker; Roger Cupp; Tracey Bodie; TJ Hathaway, Supervisor

MATERIAL CONTROL

The Material Control Department is responsible for the total materials function at the Sturgis Plant. These functions include scheduling all production lines; maintaining bills of materials, management of all on/off-site warehousing; expediting, receiving, and storing of raw materials; production line support via FIFO; all inbound, outbound, and private fleet shipments; and purchasing, storing, dispersing all MRO maintenance, repair, operating supplies for plant, office and laboratories. The following areas makeup the Material Control Department: Logistics, UPS, Receiving/Line Supply, Scheduling, Stockroom/Purchasing, and Inventory Control.

Material Control Logistics

The Logistics Department ships 24 hours per day, five days a week to meet our customers' demands. The Sturgis Logistics International business has grown 44% over the past year. Over 45 dedicated employees handle approximately 500 different list numbers and ship over 1.25 million lbs. of freight per day. The Logistics department averages 30-35 full outbound trucks per day shipping both domestically and to 44 other countries.

Material Control Raw Materials Receiving/Line Supply

The Receiving Department stores over \$10 million in inventory into 50,000 square foot of warehouse space. The over 15 dedicated caring employees handle over 700 different commodity numbers to keep Manufacturing up and running. The Receiving department averages seven to ten full truck loads per day from 14 different countries. The department received over 26 million lbs. of lactose and sugar last year alone.



Material Control UPS Area

The UPS area has seen tremendous growth in the past three years due to the Home Health Care Market expanding for Ross Inside Sales Services. The department has grown five-fold, now processing over 1,000 individual packages per day.



UPS – (Front): Sharon Clipfell (Back) Donna Miller, Craig Andrews, Dan Crabill, Cindy Buentello

Administration – From Left: Boe Pfenning; Jeff Baechler; Kevin Clark, Mgr., Logistics; Jackie Smead; Mary Scott, Supv., Scheduling; Mark Pontecorvo, Mgr., Material Control; Scott Pugh, Supv., Logistics; Kathy Yeckley, Supv., Logistics; Nate Avery, Supv., Logistics; John Larimer, Supv., Logistics



Receiving – From Left: George Clouse; George Timm; Dave Weiderman; Leroy Hochsteler; John Larimer, Supervisor; Betty Newberry; George Phillip; Deb Keeslar; MaryJo Springer; John Yunker; Beth McGee; Dan Hudson (Not Pictured: Brian Norgan)

MATERIAL CONTROL *(Continued)*



Finished Goods – 1st shift: From Left (Front): Teddy Wright; John Sidener; Steve Myers; Scott Pugh, Supervisor (Back) Floyd Randal; Bill Van Zile; Kenton Kelley; Len Ortmann; Mark Miller; Keith Easterday; Scott Rodman; Jim VanNest
(Not Pictured: Deb Richardson; Bruce Krebs; Neil Matthes; Joe Walker)



Finished Goods – 2nd shift: From Left: Chris Miller; Al Youse; Kathy Yeckley, Supervisor; Dyana VanWagner; Bob Bressler; Mark Webb; Todd Sweet; Tim Sackrider; Bill Hochstetler; Terri Forrest; Kim Himes; Jason McClimans



Finished Goods – 2nd shift: Ron Hurst, Diana Raifsnider



Finished Goods – 3rd shift: From Left: Bob Maestas; Derrick Webb; Mark Ritter; Anita Allen; Nate Avery, Supervisor; Derek Bystry; Gregg Behnke; Lee Swift; Kevin Carr; Danny Voorus
(Not Pictured: Kerry Willms)



Dale Bowen

MATERIAL CONTROL

Scheduling

Scheduling converts a Division Production Plan into a workable daily three-shift plant production, which schedules approximately 230 different finished goods stock items. Scheduling reviews the raw material availability for supporting the plant schedule, and expedites purchase order delivery through Division Purchasing. In addition, the department coordinates and organizes the staging and supplying of raw materials to the contract manufacturers.

Stockroom/Purchasing

The stockroom is responsible for over \$6 million in annual maintenance repair and operating supplies purchases. They store in excess of 15,000 different items, which are used in all the departments of the plant. They provide 24 hour a day coverage in supplying needed parts along with friendly customer service.

Purchasing utilizes 16 years of experience and expertise to coordinate over \$7 million in plant-wide purchases as well as maintaining national contracts and corporate policies.



Scheduling – Rick VanNest, Dawn Ebert, Creig Mizner

Inventory Control

The Inventory Control Department, supervised by Mary Scott, is comprised of five inventory coordinators. Their main responsibilities include reporting material activity to the mainframe computer, such as the production of finished goods and the usage of raw material. The department also measures inventory accuracy through cycle counts and audits of material movement and reporting systems. In mid-1998, the inventory coordinators also added to their responsibilities the tracking, reporting and follow-up of all Foreign Trade Zone raw material and finished goods.



Inventory Control – Doug Kloosterman, Karen Dowell, Jeff Hagen, Lisa Mynhier, Karen Owen



Stockroom – From Left (Front):
Sandy Holliday, Tina Cipriano, Linda
Sargent (Back) Julie Bruce, Phyllis
Brothers

MANUFACTURING SERVICES

The Manufacturing Services Department keeps the plant common areas neat and clean. The department is responsible for housekeeping, laundry, the recycle center, pest control and the disposal of hazardous wastes. The 13 people in the department take great pride in performing these valuable services for the plant.



From Left: Char McKnight, Phyllis Rowe, Cindy Weiderman



From Left: Brenda Hettinger, Deb Layman, Marsha Will, Julia Dunlap, Jeff Owen, Supervisor; Amy Sayers, Tom Zabel, David Carter (Arch Employee), Helen Savage (Not Pictured: J.R. Stallard)

PLANT OPERATIONS SUPPORT AREAS

Forklift Repair

Forklift Repair is an essential and skilled part in support of plant operations. The crew is responsible for maintaining a fleet of 55 electric forklifts, nine floor scrubbing units, a front end loader and the fleet yard tractor. To support this equipment, they also maintain 130 large industrial truck batteries and 50 chargers.



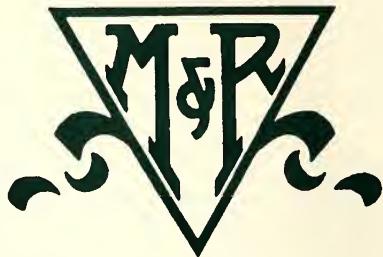
From Left: Bob Matlis; Kevin Gray; Fred Schlautmann; Terry Holsinger, Mgr., Facilities

Facilities Maintenance

The Facilities Maintenance Department is responsible for maintaining all plant buildings and grounds. This monumental task includes 750,000 square feet under one roof and over 70 acres of grounds. Included in the responsibilities are roofs, floors, walls, painting, heating, air conditioning and a multitude of other miscellaneous repairs. The group has diverse responsibilities and frequently must act on very short notice.



From Left: Norm Grabe; Larry Aldrich; Dick Villareal; Terry Holsinger, Mgr., Facilities

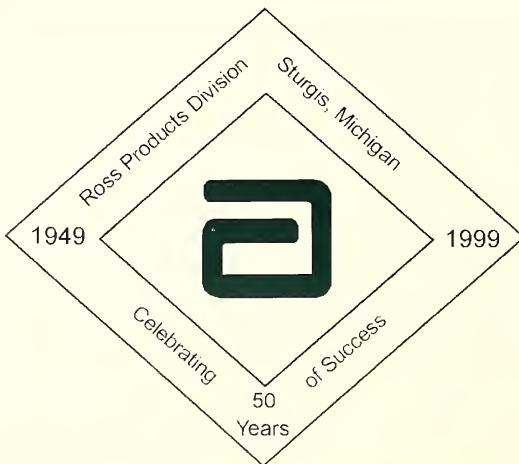


50th

Anniversary Yearbook Committee



From Left (Front): Kris Gay, Mary Scott, Charity Nighswonger
From Left (Back): Greg Blucker, Simon Kemp, Mark Quirin





R
ROSS

50th
Anniversary Yearbook Committee



